

Department of Energy Integrated Safety Management Workshop

Fluor Hanford's Approach to Integrated Safety Management – Worker Engagement 1996 - 2009

Larry Arnold

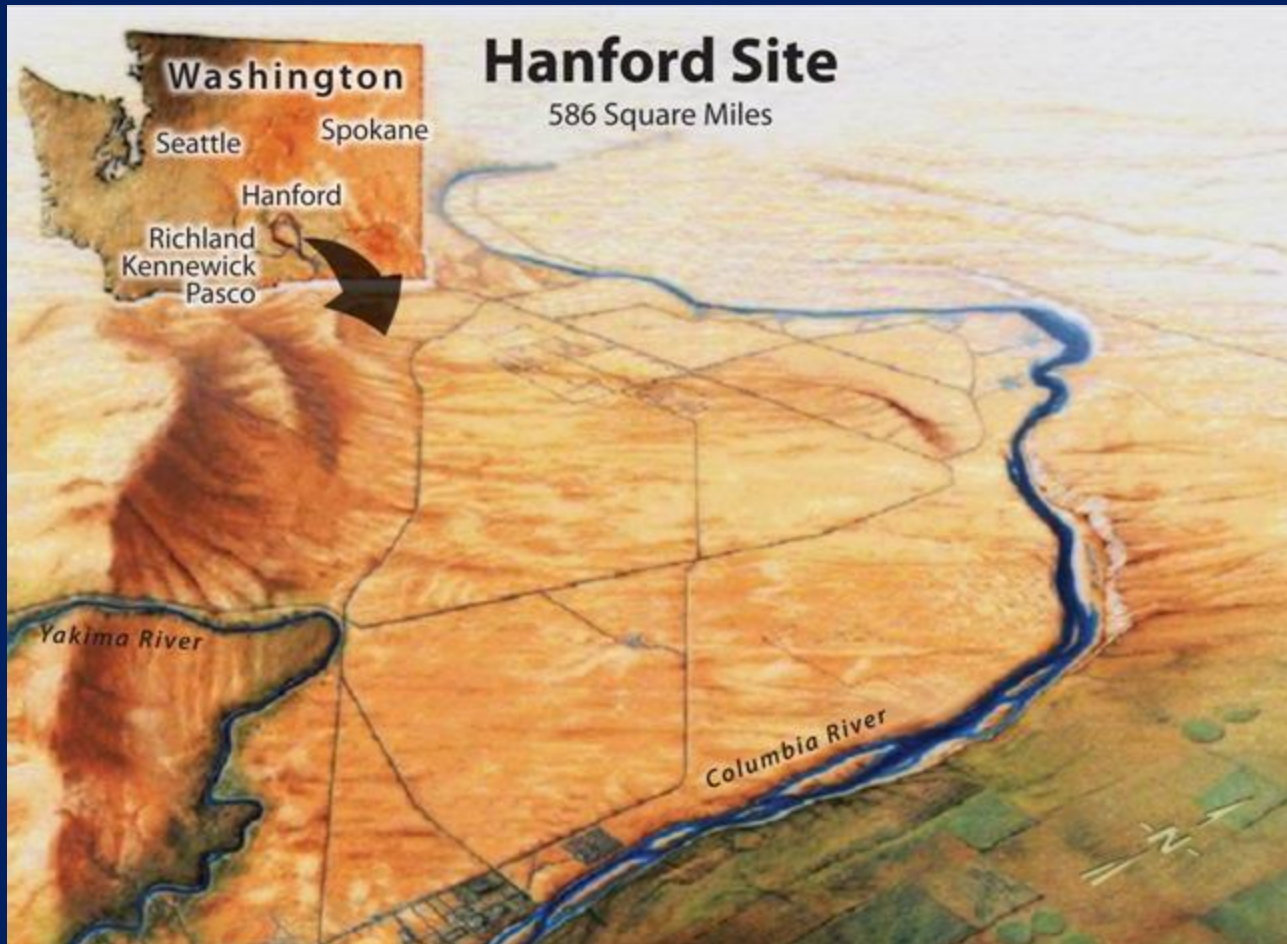


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ISMS Worker Engagement



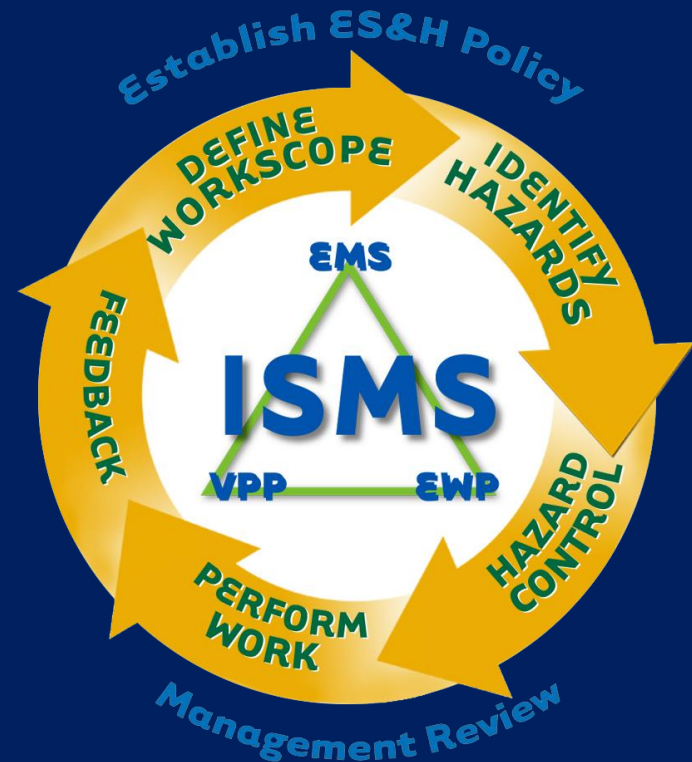
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***Safety...Integrity...
Teamwork...Excellence***

FLUOR®



Goal = .55 OSHA Recordable Rate

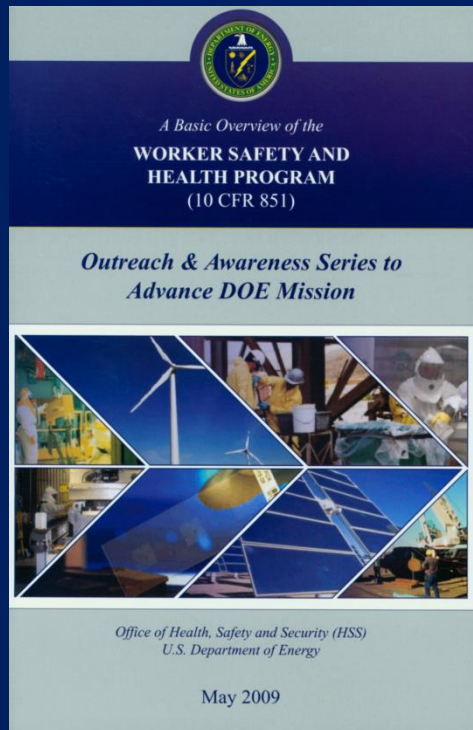


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Formula for Success = Integration + Accountability + Metrics



***Flow down of
requirements***



***Workforce and
subcontractors***



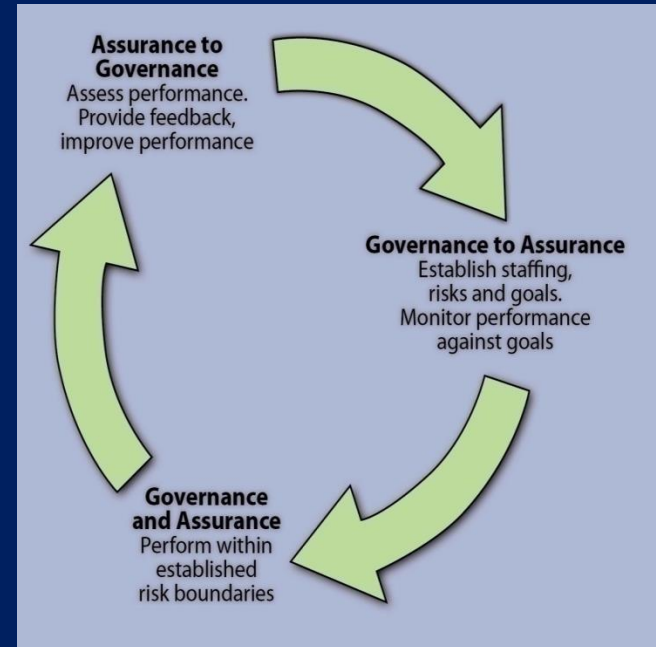
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Keys to Successful Worker Involvement

- Corporate Governance - Strategic Goals
- Senior-level management commitment
- Worker acceptance at all levels
- Worker participation in setting safety goals and objectives
- Worker Recognition Award Program
- Daily reminders and steady visibility



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Worker Engagement Tools

- Automatic Jobs Hazards Analysis
- Work Package Planning
- Presidents' Zero Accident Council
- Safety Bulletins for Safety Topics
- Voluntarily Protection Program and Human Performance Improvement
- Community Announcements

- [Current POC Information](#)
- [View/Print Document](#)
- [ISMS Implementing Mechanism](#)
- Subject Area: Management Systems
- [Last Change Summary](#)

Integrated Environment, Safety, and Health Management System Description

HNF-MP-003, Rev. 15

Published: June 24, 2009

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[1.0 INTRODUCTION](#)



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HAMTC Safety Representatives Embedded in Key Program Areas



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Union Safety Rep Program

- Partnering culture between union and management
- Fewer safety and health-related concerns
- More than 50 active Safety Councils
- Fewer grievances
- Increased worker ownership of safety

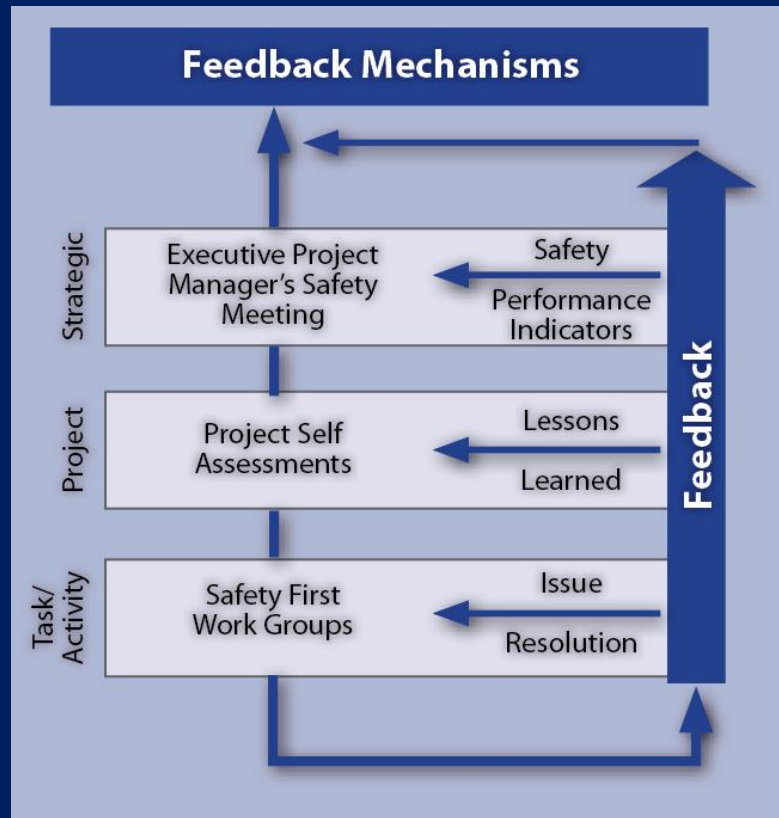


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Site-Wide Feedback Mechanisms



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Three Phases of Worker Involvement

- Discovery
- Implementation
- Sustainable Oversight and Improvement



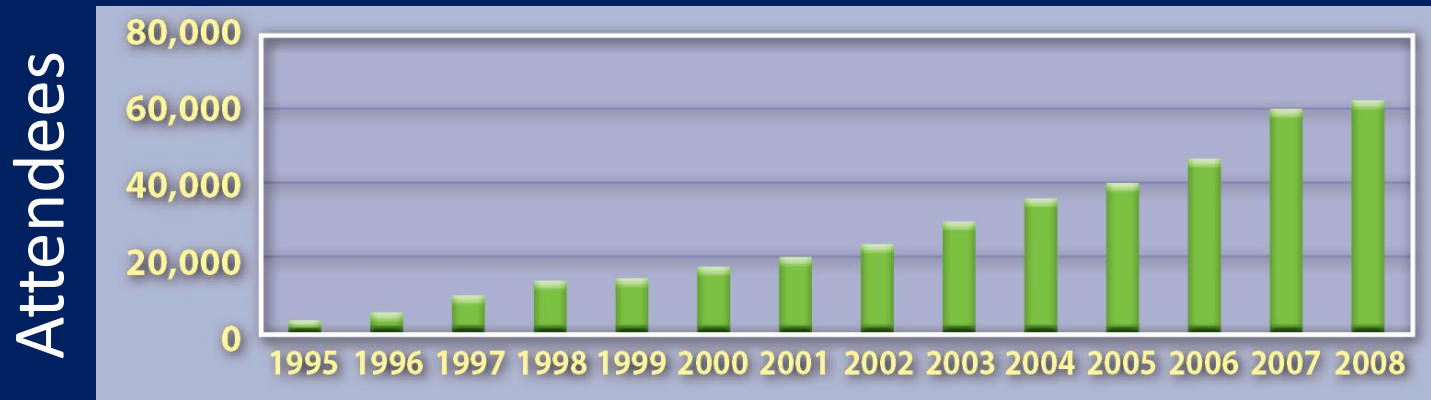
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Community Impact / Involvement

- Safety and Health EXPO
 - 62,000 visitors in two days
- Voluntary Protection Program
- United Way
 - Highest local contributor
- Junior Achievement – Bowling



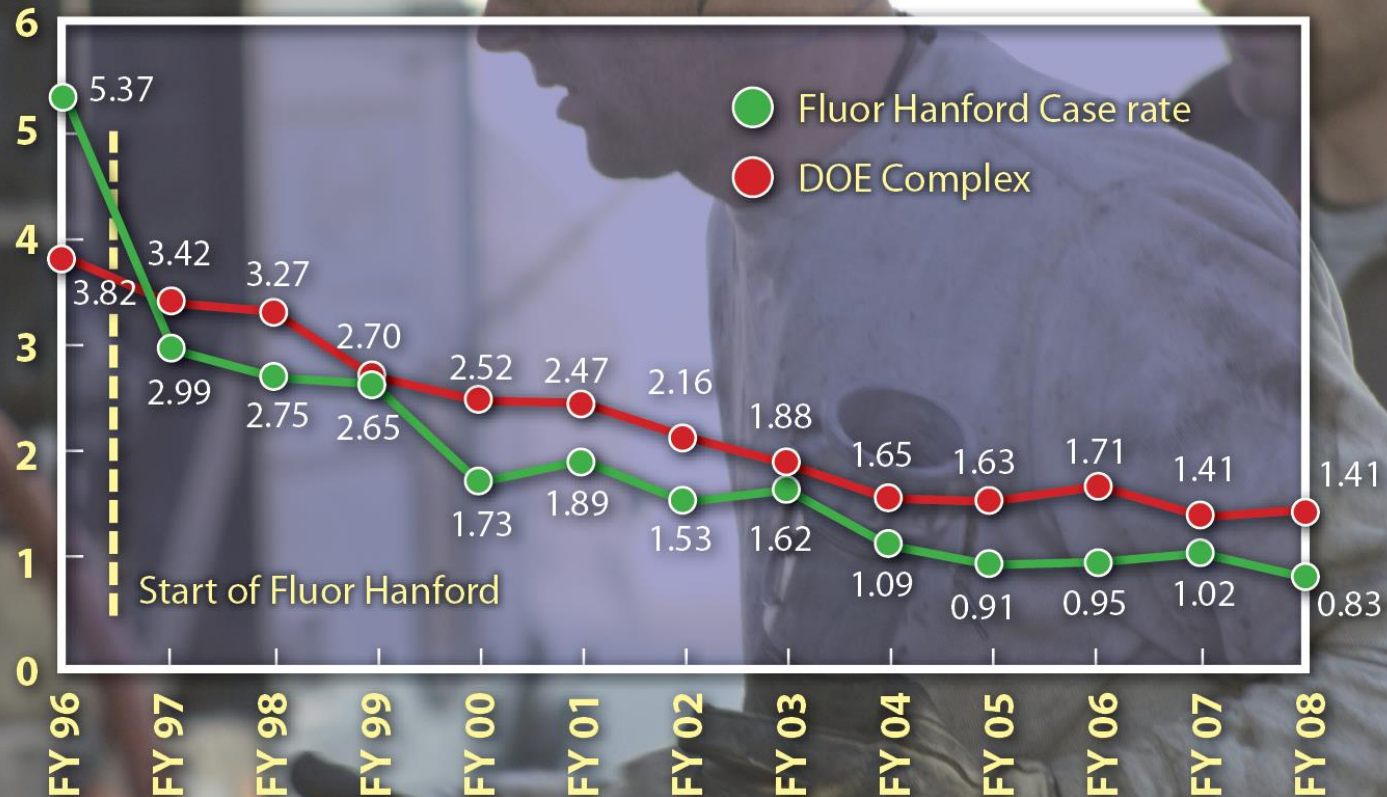
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12-YEAR RESULT

OSHA Recordable Cases / 200,000 Hours

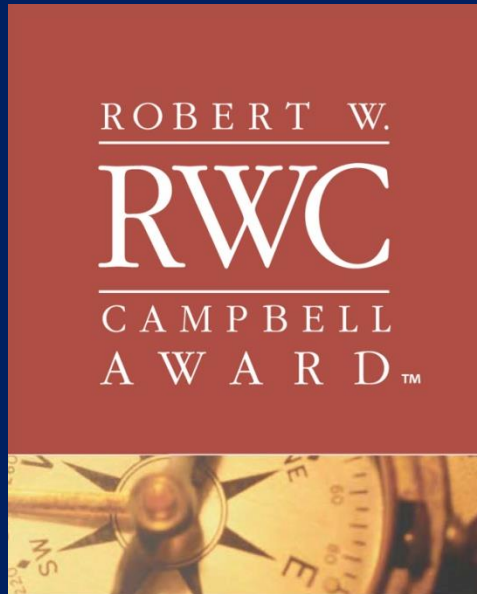


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Success Brings Good Results



**National Safety Council Names
Fluor Hanford Category 1 2008
Robert W. Campbell Award**



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Worldwide and Locally

2009 Award application period now closed – Please click [here](#)



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CAMPBELL
AWARD

Award Recipients

Fluor Hanford - 2008
(Category I)

Gulf Petrochemical Industries Company - 2008
(Category II)

The Bahrain Petroleum Company - 2007

Alcan Inc. - 2006

DynMcDermott Petroleum Operations - 2006

Johnson & Johnson - 2005

Noble Corporation - 2004



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Conclusion - Five Key Points To Share

- Involve all levels of the workforce within your company
- Active senior management participation
- Publish metrics everyone will understand
- Embrace a 24/7 culture
- Embed your ISMS program in your local community



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